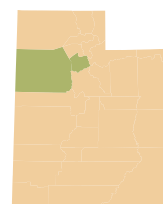




Equal Opportunity Employment in Wasatch Front South



in this issue:

Equal Opportunity Employment in Wasatch Front South 1

*Using the Equal Employment
Opportunity Tabulations for
workforce demographics.*

Current State of the Economy in Wasatch Front South 5

*Economic indicators show us what
to expect in the coming months.*

The Equal Employment Opportunity Data 8

*The value of demographic data for
business development.*

BY JIM ROBSON, ECONOMIST

Equal opportunity is the principle that people should be treated the same, free of artificial barriers or prejudices or preferences, except when distinctions can be explicitly justified. Equal Employment Opportunity (EEO) in the workplace has been codified in U.S. law since the passage of Title VII of the Civil Rights Act of 1964, protecting employees and applicants from discrimination based on race, color, religion, sex, or national origin. Since the passage of this act, subsequent legislation and regulations have clarified and expanded workplace protections to combat unlawful discrimination based on age, disabilities, military service and genetic information.

After each decennial Census since 1970, a set of EEO tabulations has been made which allows organizations to compare the composition of their workforce with the wider labor market by race, ethnicity and sex. Prior to the 2010 Census, the U.S. Census Bureau with congressional authorization decided to discontinue

the use of the Census long form and in 2005 began the monthly national American Community Survey (ACS) to collect "long form type" information by household. When aggregated over one-, three-, and five-year periods, ACS tabulations provide a wide range of social, economic, demographic and housing characteristics for the same geographic detail provided once every ten years by the Census long form. The advantage of the ACS is that as a continuous monthly survey, each year new one-, three-, and five-year rolling tabulations are produced which give relatively up-to-date information.

The first-ever ACS special EEO Tabulation contains information collected over a 5-year period from 2006 through 2010. The EEO Tabulations of ACS data is sponsored by four federal agencies: the Equal Employment Opportunity Commission (EEOC), the Office of Federal Contract Compliance Programs (OFCCP), the Department of





Equal Opportunity Employment Continued

Justice (DOJ) Civil Rights Division, and the Office of Personnel Management.

The resulting tables of data were designed to help measure the effects of anti-discrimination laws and regulations in the workplace. These data were released on November 29, 2012.

What's Included in the EEO Tabulation

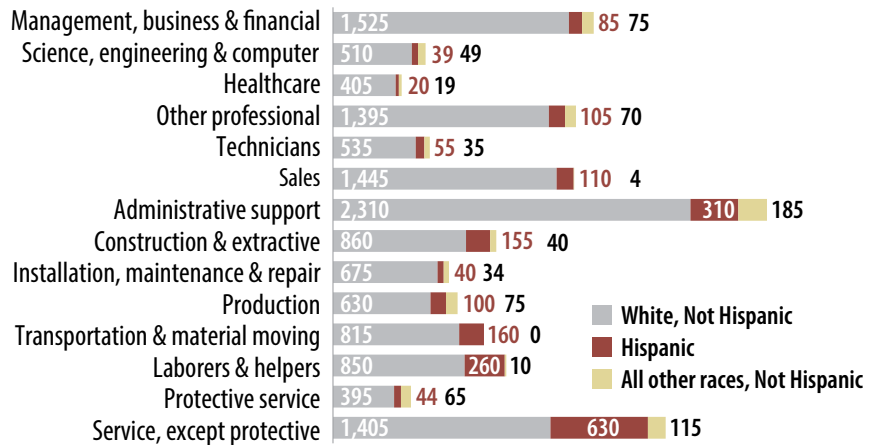
The 2006 to 2010 EEO tables serve as the primary source of local labor market composition with regard to race, ethnicity, and sex by detailed occupation and industry for the purposes of comparison to the makeup of the internal workforce of a business or agency. Tables include estimates, percentages and margins of error of the race, ethnicity, gender and educational attainment of the local area. In addition for areas of 50,000 persons or more; age, industry and earnings are also available.

Within each geographic area such as a county or city, there are three types of tables. First, tabulations for residents of the area who are in the labor force. Second, tabulations for worksites, that is characteristic data for those who work in the area, whether they are residents or people who commute from outside. Finally, there are tables that show some detail about where workers commute from to work in the area.

Affirmative Action Plans

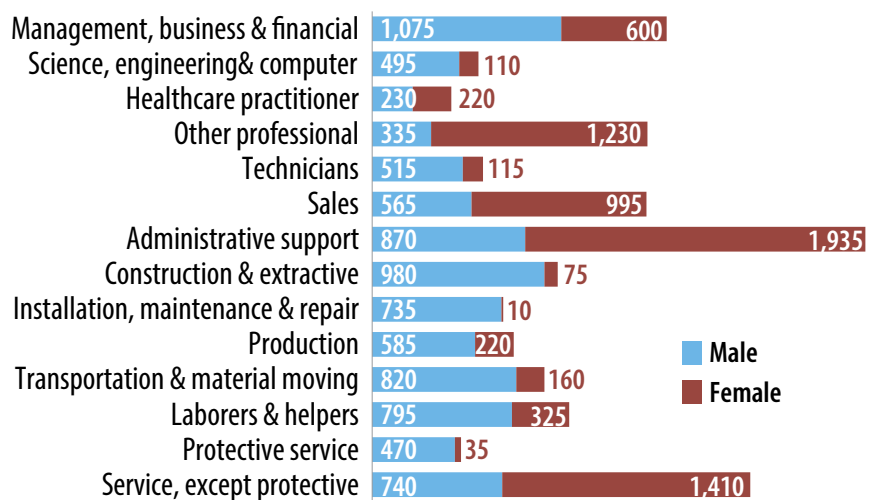
Businesses, state and local governments, education institutions, federal agencies and other entities that receive federal funds are required to compare the composition of their internal workforce to

Figure 1: Tooele County Jobs by Race and Ethnicity and Occupational Group from 2006 to 2010



Source: 2006–2010 Census Equal Employment Opportunity (EEO) Tabulation

Figure 2: Tooele County Gender Breakout by Occupational Group from 2006 to 2010



Source: 2006–2010 Census Equal Employment Opportunity (EEO) Tabulation

the characteristics of the local labor market by occupation for their industry. They are required to have an affirmative action plan (AAP) which is designed to ensure equal employment opportunity in their hiring practices. Information from the Census EEO Tabulation, the Department of Workforce Services and from local colleges or other training institutions enables organizations to gauge the availability of qualified minorities and women for a contractor's job openings as part of their AAP. The custom EEO tabulations were designed to help measure the effects of and compliance with EEO laws and regulations by federal contractors.

Some Workforce Characteristics for Tooele and Salt Lake Counties

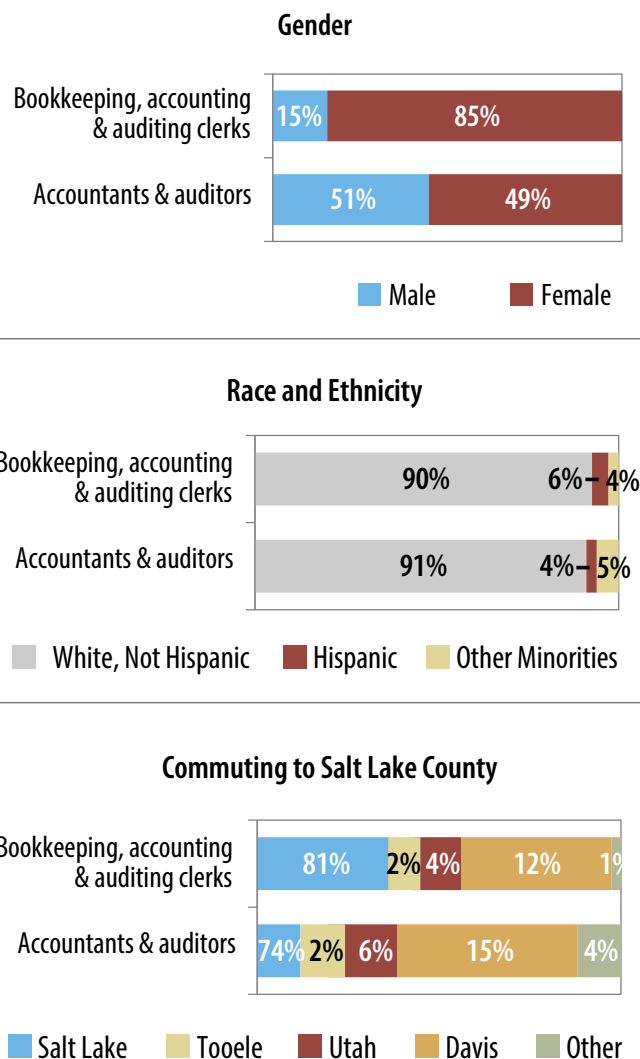
The two counties that comprise the Wasatch Front South are Salt Lake and Tooele which had 2010 Census April 1st population counts of 1,029,655 and 58,218 respectively. Both of these counties meet the 50,000 population threshold needed for the detailed occupational tables from the ACS EEO Tabulations. The following examples of the EEO dataset use worksite tables, that is, characteristic tables that describe individuals that work in a county without regard to their county of residence.

Tooele County by Major Occupational Group

From 2006 to 2010 an estimated 16,640 people on average worked in Tooele County. Of these, 13,760 or 83 percent were classified as white-not Hispanic that is the majority population of workers. Thirteen percent or 2,110 were Hispanic or Latino and the remaining five percent (775 workers) were not Hispanic/not white of any other race or combination of races. Figure 1 shows the Tooele 16,640 county workers divided among 14 occupational groups by race and ethnicity. This figure depicts the relative size of each occupational group and its basic racial and ethnic makeup.

Figure 2 shows the same occupational group distribution but this time by

Figure 3: Demographics and Commuting for Bookkeepers and Accountants in Salt Lake County



gender. Of the 16,640 Tooele county workers 55 percent (9,205) are male and 45 percent (7,435) were female. Among female workers, 75 percent were concentrated in four occupational groups: administrative support, service workers, other professional workers (many are in teaching occupations) and sales workers. Male workers are spread much more evenly with the largest four groups accounting for 41 percent of male workers.

Salt Lake County by Two Detailed Occupations

From 2006 to 2010 an estimated 557,820 people on average worked in Salt Lake County. Of these, 447,660 or 80 percent were classified as white-not Hispanic. Thirteen percent or 71,785 were Hispanic or Latino and the remaining seven percent (38,375 workers) were not Hispanic, not white, or any other race or combination of races. Of the Salt Lake County workers 56



Equal Opportunity Employment Continued

percent (314,595) were male and 44 percent (243,225) were female.

One of the more important uses of the custom EEO tables is to reveal the local labor market characteristics for specific detailed occupations. The following example concerns two related occupations which are found to some degree in all industries. First, bookkeeping, accounting, auditing clerks which is part of the administrative support occupational group of which there were an estimated 5,760 and second, accountants and auditors, part of the management, business and financial workers occupational group averaging 10,725 in Salt Lake County over the 5-year period. Figure 3 provides percent distributions for three characteristics, gender, race/ethnicity and commuting. Please note that percent scale on the commuting part of Figure 3 begins at 70 percent, not at zero percent. So while labeled correctly at 81 percent and 74 percent respectively, the size of the Salt Lake County commuting bars (shaded dark blue) do not reflect their percent relative to the size of the other county shaded areas.

Of these “white collar” office occupations, bookkeeping, accounting and auditing clerks were predominately women (85 percent) while accountants and auditors were almost evenly divided between women and men. Both of these occupations are also considerably more white-not Hispanic than the 80 percent for all occupations. The race and ethnicity by gender detail found in EEO table estimates

that of the 6 percent (520) other minorities for accountants and auditors, 280 or 2.6 percent of the total are Asian females.

From the commuting section of figure three, note that the more skilled and higher paid occupation of accountants and auditors has a greater degree of commuting than does the related clerks positions. This observation would be generally true among all occupations. The geographical extent of the labor market is larger for high skilled and high paid occupations.

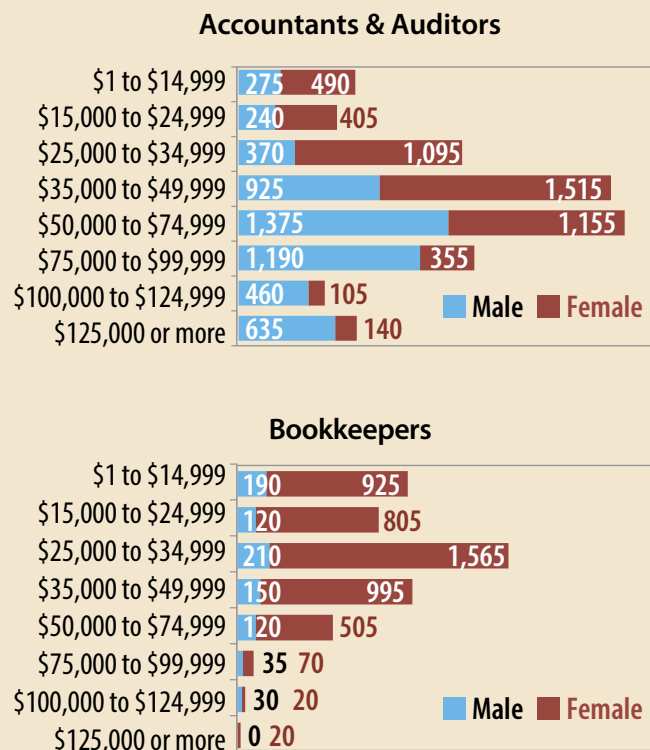
Finally, Figure 4 provides an income distribution by gender for the two detailed occupations. As expected, accountants and auditors have higher pay relative to

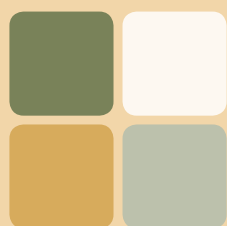
bookkeepers, accounting and auditing clerks. The figure also illustrates at the higher income levels for accountants and auditors, males predominate.

American FactFinder

The above examples show just some of the rich detail available from this large collection of EEO tables. In addition to the examples shown, age, educational attainment, disability and industry tables are also available with cross tabulations of gender and race and ethnicity. These data items are accessible using the U.S. Census Bureau’s “American FactFinder” table extract tools (<http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>).

Figure 4: Salt Lake County Average Income Distribution for Accountants and Bookkeepers from 2006 to 2010





Current State of the Economy *in Wasatch Front South*

BY JIM ROBSON, ECONOMIST

The Wasatch Front South Service Area (Salt Lake and Tooele Counties) economic performance continued at a healthy pace as 2013 ended, with year-over employment growth ranging between 2.6 and 3.2 percent. The region's unemployment rate was around 3.9 percent entering 2014. From September 2012 to September 2013, there was job growth across all service-providing industrial groups with the exception of federal government and utilities employment. The goods-producing industries—mining, construction and manufacturing lost some jobs. Overall, labor market conditions were stable through the end of 2013.

Salt Lake County

Year-over job increases continued across 14 of 19 industrial sectors with overall nonfarm payroll employment increasing by 2.9 percent from September 2012 to September 2013. The net new jobs from the past year added to the three-plus years of recovery since the employment trough of the recent recession in Salt Lake County. Average employment in 2012 was 603,460, surpassing the previous record of 602,859 in 2008. There were 627,097 nonfarm payroll jobs reported by employers in September 2013.

The most new jobs were created in administrative support services, professional/scientific/technical services, state government (which includes higher education), finance/insurance and accommodation/food services (see Figure 5). The new jobs in these high-growth areas were spread broadly within these industries; however there were a few notable sub-industries worth mentioning. Within the administrative support services, most of the new jobs created from September 2012 to September 2013 were in business support services. Within professional/scientific/technical services a substantial number of the job opportunities are in architectural, engineering, computer systems design, translation and management consulting services. Banks, credit unions and related activities are responsible the majority of employment increases within finance and insurance area. Fast food and full-service restaurants provided the new employment in accommodation/food services.

Of 17 major industrial groups listed in Figure 5, five shed jobs from September 2012 to September 2013. Manufacturing shed the most jobs with reductions of around 900 in computer and electronic

The Wasatch Front South Service Area economic performance continued at a healthy pace as 2013 ended, with year-over employment growth ranging between 2.6 and 3.2 percent.



Current State of the Economy Continued

product manufacturing. On the manufacturing plus side, there were more than 500 new jobs added to medical equipment and supply firms. Mining employment was down by about 320 jobs, with much of the decline related to the major landslide last April at the Bingham Canyon Kennecott Copper Mine and some reduced need for construction-

related mining activities. Construction employment was reduced by 197 jobs. While residential construction activities added employment, commercial construction, highway, street, and other heavy construction reduced employment enough to account for the overall net loss in construction jobs. Utilities shed 88 jobs and federal government employment declined by 66 jobs.

Unemployment

The seasonally adjusted unemployment rate in Salt Lake County lessened from

where it began the year at about 5.0 percent to a low 3.8 percent by December 2013. Since January 2013, the number of Salt Lake County residents that were unemployed declined from about 28,100 to 24,200. Initial claims for unemployment benefits are at their lowest level in four years, although they took a temporary uptick because of the partial shutdown of the federal government.

The stabilization, improvement and expansion in the Salt Lake County labor market since mid-year 2010 have been

**Figure 5: Wasatch Front South Payroll Job Growth by Industry—Count and Percent Change—
from September 2012 to September 2013**

Industry	Salt Lake County		Tooele County	
	Count	Percent	Count	Percent
Admin Support/Waste**	3,326	7.5%	-111	-6.6%
Prof/Sci/Tech/HQ*	3,202	5.6%	-68	-10.3%
State Government	2,691	6.7%	0	0.0%
Finance and Insurance	2,066	5.4%	6	3.2%
Accommodation & Food	2,017	4.7%	57	4.7%
Healthcare/Social Services	1,803	3.1%	-100	-7.6%
Trade	1,004	1.0%	6	0.3%
Private Education	878	8.2%	11	9.1%
Local Government	471	1.1%	-205	-8.0%
Other Private Services	460	2.5%	27	7.0%
Information	308	1.8%	6	3.8%
Real Estate/Rental/Leasing	237	2.6%	4	3.8%
Transportation/Warehousing	189	0.7%	27	2.8%
Arts/Entertainment/Recreation	136	2.1%	46	15.1%
Federal Government	-66	-0.6%	-260	-16.2%
Utilities	-88	-5.8%	-3	-11.5%
Construction	-197	-0.6%	84	10.2%
Mining	-320	-8.5%	7	9.6%
Manufacturing	-354	-0.7%	-23	-1.4%
Total	17,764	2.9%	-491	-3.1%

d = Not shown to avoid disclosure of individual firm data.

*Prof/Sci/Tech/HQ -- Professional/Scientific/Technical Services and Management of Companies (Headquarters).

**Admin Support/Waste -- Administration and Support/Waste/Remediation Services.

reflected in the gross taxable sales figures. For 14 consecutive quarters, starting in the second quarter of 2010 and going through the third quarter of 2013, Salt Lake County year-over change in sales tax collections have been positive. The third quarter 2013 year-over taxable sales were up 3.1 percent, an improvement over the 2.1 percent of second quarter 2013. The relatively modest taxable sales growth rates of the last two quarters reflect a cooling trend in economic activity as we move to the end of 2013.

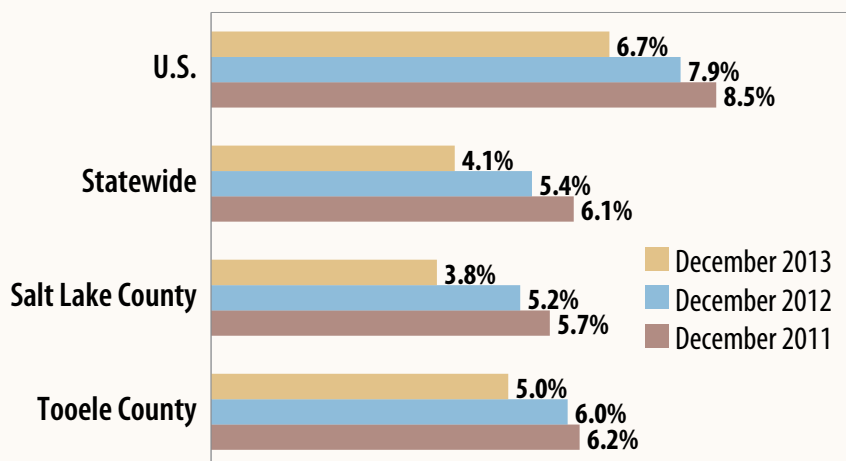
Tooele County

Tooele County's own job recession continues with year-over job losses of 470 for the 12 months ending in September 2013. Payroll employment within the county peaked in mid-2011 and has been down on a year-over comparative basis since then. The four largest job reductions occurred in the federal government shedding 260 jobs, local government (including decreases in public education) declining by 205, professional/scientific/technical services decreased by 111 jobs, and healthcare/social services reductions of 100 jobs. Many of these losses stem from the direct and indirect effects of the Deseret Chemical Depot closure which will be completed by the summer of 2014.

The employment declines cited above are significant, but 11 of 19 industries listed in Figure 5 did have employment increases in September 2013. The negative job loss effects of the current Tooele County recession peaked in July 2013 with year-over job losses of 4.2 percent. During 2014, the overall job picture will change as employment growth should resume in the County.

The three industries showing the largest September 2013 year-over employment increases include construction, accommodation/food services, and arts/entertainment/recreation. Overall, nonfarm payroll employment totaled 15,497 in September 2013, with 491 fewer jobs than in September 2012, a reduction of 3.1 percent.

**Figure 6. Wasatch Front South Unemployment Rate Comparison
December 2011, December 2012 and December 2013**



As part of the greater Salt Lake City Metropolitan Area, Tooele County residents have access to the Salt Lake County job market. Salt Lake's current relative strength provides support to Tooele County residents. The unemployment rate is likely to stabilize in the coming months. In the summer of 2012, the unemployment rate was around 6.3 percent, improving throughout 2013 to record a rate of 5.0 percent in December 2013.

Since May of 2013, initial unemployment insurance claims have trended above the levels observed during the summer and fall of 2012 and 2011. The government shutdown sent initial unemployment claims to an abnormally high 100 for the 4-week moving average by the end of October. They have since subsided, yet remain somewhat elevated from the effects of job losses unrelated to the partial federal government shutdown.

Gross taxable sales declined by 9.1 percent in the third quarter 2013

compared to third quarter 2012. This is the fourth consecutive quarter with year-over reductions for gross taxable sales in Tooele County.

Outlook

Overall for the Wasatch Front South (Salt Lake and Tooele Counties), continued job growth and a gradually improving labor market characterized economic conditions during 2013, with job growth averaging about 3.0 percent for the year. Total 2013 payroll employment should average about 638,450 jobs in this region. Enough employment growth was generated in 2012 to bring the average regional nonfarm payroll job total to 619,738, which is above the previous high of 618,385 achieved on average in 2008.

The improving labor market brought down the unemployment rate in 2013. Due to some slack created in the labor market during the recession and subsequent slow recovery, the unemployment rate will likely continue to range between 3.5 and 4.3 percent through the first half of 2014.



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The Equal Employment Opportunity Data

BY MELAUNI JENSEN, LMI ANALYST

From 2010 - 2013, there was an estimated 5.0 percent population growth in Utah compared to 2.4 percent in the United States. Demographic statistics like this from the U.S. Census Bureau's American Community Survey (ACS) are important and useful for the communities of Utah. The ACS asks a variety of demographic questions including race, gender, employment, income and education, and is a valuable source of occupational information. The survey provides unbiased data that are used to create occupational profiles as complete and accurate as possible. Profiles can then be used by government, community organizations or private businesses to make informed decisions.

Regional economists at the Department of Workforce Services analyze the data in an effort to tell a story about the changing aspects of the economy. The profile for a geographic area helps to reveal trends in the workforce and the economy. For instance, research has shown that the changes in age, compared to population growth, could make an impact on the future workforce. As people live longer, more workers retire, which can reduce the growth in the future labor force. Communities will need information like this to keep up with changing dynamics.

The ACS tells stories that can help communities to plan. Businesses can use the information about education and employment to find

strategic places to develop new establishments in their industry. A business specializing in senior services might look for potential employees skilled in nursing, or a business trying to obtain funding needs to show that their diversity follows the community. In an effort to keep up with basic services, local governments can look at commuting patterns and population to make decisions about transportation, or aging statistics to find the need for hospitals and schools. Local non-profit groups benefit from seeing a profile of the area that helps with emergency planning, finding funding or developing community projects. In a world that is growing technologically, jobs are changing and educators might use the data to evaluate the need to teach new methods and skills.

The combinations are endless in both the gathering and the analysis of these statistics, but it is clear that demographics are an important tool for communities transitioning to the changing future.

Many of these analyses can be found on Utah's Labor Market and Economy blog and other publications. <http://jobs.utah.gov/wi/pubs/publicat.html> and <http://economyutah.blogspot.com>